



WASHINGTON STATE DEPARTMENT OF
Natural Resources



ASSISTANT REGION MANAGER

State Lands Management

Pacific Cascade Region

Recruitment # 2006-10-2835

AGENCY MISSION AND CHALLENGE:

The mission of the Department of Natural Resources (DNR) is to provide professional, forward-looking stewardship of our state lands, natural resources, and environment. DNR provides leadership under the Commissioner of Public Lands, an elected official, in creating a sustainable future for the State Trust Lands.

At the DNR, we envision a future in which our human and natural environment provides abundant and diverse social, ecological, and economic benefits for the people of Washington, in this and all future generations. In acting to ensure the vision, we ensure sustainability.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. Since 1970 DNR-managed lands have generated \$6 billion that support public schools, state institutions and county services. These lands also provide public benefits that include fish and wildlife habitat, clean and abundant water and public access to outdoor recreation. The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees. For more information about the department, see the DNR website at www.dnr.wa.gov

Type of Position:	WMS Band 2
Monthly Salary Range:	\$4752 - \$5744 depending on qualifications
Benefits Package:	Health and dental insurance, retirement pension, vacation, sick leave and holidays
Posting Date:	October 20, 2006
Closing Date:	Open until filled. To ensure consideration, please submit your application packets by November 6, 2006
Location:	Castle Rock, WA

JOB PROFILE

The Department of Natural Resources (DNR) seeks a creative, dedicated professional to provide dynamic leadership in management of state-owned lands within the Pacific Cascade Region. Reporting to the Region Manager, this position is responsible for Product Sales, Silviculture, and Engineering/Survey programs on state-owned trust lands within the region. Specific responsibilities include, but are not limited to: timber sales, non-timber forest products, reforestation, forest land management, land-use planning, coordination with local governments, forest engineering services, land surveying, forest roads, and budget and staff month management/reporting. The region encompasses 8 counties in Southwest Washington.

- As one of two Pacific Cascade Region State Land Assistants, provide strong leadership: Plan, lead, organize, and direct work performed by staff. Ensure appropriate and optimal use of the organization's resources; enhance the effectiveness of employees through timely goal setting, constructive performance evaluations, and development of effective training plans. Promote and sustain effective communications through the organization. Maintain the highest standard of personal/professional and ethical conduct.
- In conjunction with management and staff, enhance the vision and direction for uplands stewardship in the Region.
- Maintain an active role in the development of policy, procedure, and guidance for the programs.
- Review and approve timber sale design, draft contracts and appraisals prior to submitting final documents to Product Sales & Leasing Division for presentation to the Board of Natural Resources.
- Ensure that the State Trust forest lands within the region are managed to produce a healthy forest, suitable wildlife and fisheries habitat, and clean water.
- Prepare and submit annual/biennial budget requests for state lands programs within the region.
- Organize and monitor the workload and workforce.
- Act for the region manager when absent.
- Collaborate with Pacific Cascade Region Assistants to manage general region business and personnel issues.

This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. **Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply.** Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR's ADA Coordinator at (360) 902-1150. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.

- Represent the region on statewide agency committees.
- Work with private sector businesses.
- Coordinate with federal, state and local agencies, elected officials, and Indian tribes.
- Evaluate proposed land purchases, sales or exchanges in the region.

REQUIRED POSITION QUALIFICATIONS

- Good knowledge of the goals, policies, and functions of all programs managed by this position.
- Excellent oral and written communication skills.
- Demonstrated ability to effectively supervise and manage a diverse staff of program specialists and District Managers.

DESIRED POSITION QUALIFICATIONS

- A Bachelor's degree.
- Working knowledge of DNR's Habitat Conservation Plan and the Plan for Sustainable Forests.
- Experience providing program leadership and supervising professional staff
- Comprehensive understanding of budget development and management
- Progressive and strategic leadership skills
- Demonstrated ability to set and maintain program priorities while having the flexibility to adapt to change
- Up-to-date knowledge of tools and equipment available to support field operations (GPS, Surveying, LIDAR, for example)
- The ability to oversee a number of complex projects simultaneously.
- The ability to collaborate and negotiate with diverse stakeholders
- The ability to mentor and develop staff
- The ability to communicate effectively
- The ability to think independently and creatively
- The ability to work well in teams
- The ability to self-motivate
- Demonstrated ability to establish positive relationships with managers, peers, subordinates, customers and stakeholders.

APPLICATION PROCESS:

- Interested candidates should submit a resume and a letter of interest describing how your experience and qualifications relate to the job profile and the required and desired position qualifications. Indicate in your letter of interest how you learned of this opportunity.
- An online voluntary [Applicant Profile Questionnaire](#).

Submit all materials by the closing date to:

Electronic method preferred

Judy.Hainline@wadnr.gov

OR other method

Judy Hainline
Department of Natural Resources
PO Box 280
Castle Rock WA, 98611

NOTE: Please indicate *Assistant Region Manager # 2006-10-2835* in the subject line of your e-mail.

By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

Questions? Please contact Judy Hainline at 360.274.2023 or e-mail us at DNRrecruiting@wadnr.gov.

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